






Roadmap 2019

Esprit Europe Services GmbH

has set the following targets for the year 2019:

	Mandatory targets:	5
	Recommended targets:	0
	Already achieved goals:	6
	Not achieved, continued goals:	0
	Voluntary targets	0

Mandatory and recommended targets

Policy statement

Corruption prevention policy

Target demand: Commitment to a zero tolerance towards all forms of corruption including extortion and bribery in the own organisation



Target already met

Esprit strictly prohibits any kind of corruption or form of extortion and bribery in our organization and from external partners. Our Supplier Code of Conduct includes a specific clause against corruption. Please see page 14 for detailed zero tolerance description.

Cross topic

Risk-based selection of suppliers & procurement

Target demand: Selection of suppliers and award of contracts taking into account the identified social risks and potential negative impacts



Target already met

With the help of our Code of Conduct and the SOP for onboarding new suppliers we ensure fair and safe working conditions. Our Supplier Code of Conduct specifies our Minimum requirements in social compliance. Furthermore we will publish our sourcing policy in the second half of 2019.

Social standards

Promotion of living wages

Target demand: Initiation or involvement in a measure that aims to pay living wages for employees in production countries



Target already met

We are member of ACT and fulfill their membership requirements, such as the latest Survey of purchasing practices.

Anchoring and integration in the supply chain

Chemical and environmental management

Reduction of hazardous chemicals

Target demand: Measures to increase ZDHC conformity of the used chemical products in the supply chain



We will continue to implement our capacity assessment program. It is our target that 100% of our key wet process mills have conducted the capacity assessment by 2021. Partial target: for FY 19/20: 80% of our key wet process mills have conducted the capacity assessment .

Explanation

The capacity assessments help us to understand the performance level of the suppliers in our supply chain and are the baseline for continuous improvements. Capacity building in these areas is essential, as the root cause of any non-compliance with Esprit's chemical requirements in the final product is the chemical formulations that are used during production.

Orderly & environmentally responsible housekeeping

Target demand: Support of producers in the supply chain to improve proper and environmentally sound business management



In 2021: 100% of our wet processing mills will be audited based on the Esprit technical audit protocol. In 2019: 70% of our wet processing mills will be audited. Our environmental sustainability Manager regularly visit and assist wet process mills to implement EMS and chemical management.

Explanation

Our capacity assessments verify compliance with Esprit MRSL, which is based on ZDHC MRSL, and verify the set-up of a proper EMS. They consist of chemical, environmental and process control audits of all wet process suppliers in Esprit's supply chain. Our aim is that by 2021 100% of the wet process mills are audited at least once/year.

Communication of wastewater guidelines

Target demand: Communication of the wastewater standard to 100% of producers and business partners



Target already met

We communicate the ZDHC Wastewater Guidelines to our suppliers since 2016. Therefore we are using internal communication tools as well as our MRSL&RSL document.

Natural fibers

Increase sustainable cotton

Increase share of sustainable cotton to 50 %
Including organic cotton (as a share of the total amount of cotton) 10 %



It is our target to increase the amount of sustainable cotton to 50% in 2019.

Explanation

Current quantity sustainable cotton

Share of SUSTAINABLE cotton in total amount of cotton
35.1093 %

Of which ORGANIC cotton as a percentage of the total amount of cotton
9.8553 %

Monitoring and verification

Monitoring & auditing of guidelines

Target demand: Introducing an effective system for inspecting and monitoring the implementation of measures to improve social and environmental conditions in the supply chain



Target already met

We have an effective audit and supplier assessment system, including social and environmental sustainability. We support our suppliers in implementing our standards through Guidelines and personal follow-ups.

Complaint and remedy

Access to effective complaint mechanisms

Target demand: Initiation or involvement in a measure that aims to improve employee access to complaints mechanisms



Currently we are evaluating measures to support the access to complaint mechanisms for employees which is suitable for our company. Our goal is to implement measures within the ongoing reporting period. Content= grievance channel; intended target= employees; outcome= strengthen access

Explanation

Esprit regularly conducts our own Social compliance Audits. Functional grievance procedures are part of our basic Audit requirements, 100% of our suppliers are required to meet (ongoing). Target: 100 %* of our Tier 1 suppliers have at least a C-rating (acceptable) in their social compliance audit *ongoing target Current Status: 95% of our Tier 1 suppliers have at least a C-Rating

Reporting and communication

Disclosure of manufactures & business partners

Target demand: Systematic identification and publication of all business partners and producers



Target already met

Esprit has a public supplier list on the corporate website, including Tier1 and Tier2 suppliers. Since August 2018 we have also included the first Tier3 (raw material) suppliers.
<https://www.esprit.com/de/company/sustainability/produce-responsibly/transparent-supply-chain>

Sector-wide commitment

Raising awareness regarding sustainable textiles

Target demand: Implementation of measures to raise awareness about sustainable textile production in the following topics



Esprit will rework the sustainable hangtag policy for more transparency (indication of percentage of sustainable material). The Sustainability Reports 2018/2019 will be published second half of 2019 (publically on the Esprit Website).

Explanation

Esprit communicates the use of more sustainable materials on product by using infotags which explain the features of the used material. We also use our corporate website, Sustainability Reports and social media to raise awareness about sustainability. This is an ongoing process with regular updates and internal Trainings.